

Culture Climate Action Planning

Using the definitions below you can begin to examine and develop your ideas about how to move toward a Constructive, Professional Learning Organization.

1. Read the definitions.
2. Keeping the definitions in mind, think on your own for 3 minutes and jot down any ideas to improve your culture/climate in the areas identified.
3. Pair up with someone at your table, share what you came up with and discuss, switch. 5 minutes each.
4. Table discussion.

- **Constructive culture:** where people "cooperate with others, and work together to solve problems." (Cooke & Szumal, 2000)
- **Professional culture:** “ refers to the norms (both formal and informal) values, interests and beliefs shared among members of an organization that emanate from established professional ethics and standards that guide individual and collective behavior of organizational members. ” (Ellett & Millar 2004)
- **Learning Organization:** "organizations where people continually expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning to see the whole together". (Senge, 1990)

Action Plan Template

Recruitment	
Training	
Supervision	
Professional Development	
Career Development/ Ladder	